

THOMAS LEVAK

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PRESENT OCCUPATION

Arbitrator

PROFESSIONAL AFFILIATION

National Academy of Arbitrators since 1983, FMCS, American Arbitration Association, National AAA ERISA Panel, National AAA Employment Law Panel, AAA Commercial Panel, AAA Employee Benefits Panel; National Mediation Board; Oregon PERB; Washington PERC

EDUCATION

1961 University of Oregon B.A.

1964 Willamette University J.D.

ARBITRATION EXPERIENCE

1978-Present: Arbitrator. Over 3000 private and public sector full service awards, including over 200 interest arbitration awards, plus over 1000 expedited awards. Author: The Oregon Interest Arbitration & Factfinding Handbook, 1989. Co-Publisher & Co-Editor: The Washington Labor Law Digest, 1900-1998. Current Fair Dismissal Hearing Officer, The Oregon Teacher Accountability and Efficiency Act. City of Eugene, Oregon Labor Relations Official, 1978-80. 1964-1978: "AV" rated labor relations and ERISA attorney: 1964-66, associate, Koerner, Young, McCullough & Dezendorf (Lane Powell Spears Lubersky); partner, Carney Probst & Levak (Carney Buckley & Hays), where personal clients included the Portland Police Association, the Oregon Council of Police Associations, Operating Engineers Local 701, Ironworkers Local 29, Laundry Workers Local 107, the Oregon Teamsters/AGC Health & Welfare Trust, and the ERISA pension and health & welfare trusts of the Oregon Bricklayers and the Oregon Cement Masons. Adjunct Professor Labor Relations, Northwestern College of Law, 1975-78. Chair, Oregon State Bar Section on Labor Relations.

INDUSTRIES

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Beverage, Brewery, Canning, Clothing, Communications, Construction, Dairy, education, Federal, State, County & Local Sectors, Food, Foundry, Glass, Grain Mill, Health Care, Hotels, Hospitals/Nursing, Lumber, Machinery, Maritime, Meat Packing, Metal Fabrication, Mining, Office Workers/Clerical, Organizations, Petroleum, Pharmaceuticals, Police & Fire, Printing & Publishing, Prison Guard, Pulp & Paper, Restaurants, Retail Stores, Shipbuilding/Dry-Dock, Steel, Transportation, Trucking & Storage, Utilities, Warehousing.

INDUSTRIES

ISSUES

Affirmative Action, Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty/Personal), Contract Interpretation, Demotion, Discipline (Non-Discharge), Discipline (Discharge), Disability Discrimination, Race Discrimination, Sex Discrimination, Religious Discrimination, Bonuses, Holidays, Insurance, Leaves, Vacations, Grievance Mediation, Health/Hospitalization, Hiring Practices, Job Performance, Job Posting/Bidding, Jurisdictional Dispute, Layoffs/Bumping/Recall, Management Rights, MEPPA Withdrawals, Official Time, Past Practices, Pension and Welfare Plans, Promotion, Retirement, Safety/Health Conditions, Seniority, Sexual Harassment, Strikes, Lockouts, Work Stoppages, Slowdowns, Subcontracting/Contracting Out, Tenure/Reappointment, Union Security, Cost of Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay, Work Hrs/Scheds/Assignments, Working Conditions/Work Orders, Violence or Threats.

PERMANENT PANELS

US Postal Service/NALC; US Postal Service/APWU; Social Security/AFGE; GSA/AFGE; FAA/ATC; Las Vegas Metro Police/LVMPOA; State of Oregon/ OPEU; State of Alaska/APEA/AFSCME/IBU; State of Montana/MPEA; Weyerhaeuser/IAMAW/AWPPW; Boise Cascade/WCIW; Georgia Pacific/AWPPW; Youngs Market/Teamsters; City of Denver/Police Assn; Hyster/NACCO; U of Alaska/ACCFT; and others.

ARBITRATION ROSTER(S)

American Arbitration Association Labor, Employment, Commercial and ERISA panels; State of Oregon; State of Montana; National Mediation Board.

PER DIEM FEE

\$1,800 per day. The per diem fee applies to each scheduled hearing day, to travel time, and to research and preparation of the opinion and award. A hearing day is any portion of a day up to seven (7) hours. Travel time of less than four (4) hours is charged at \$750.00. Time for research and preparation is prorated. Other fee arrangements may apply to hearings of three (3) or more days in length.

DOCKET FEE

none

CANCEL FEE

\$1,800 per scheduled day in the absence of twelve (12) days notice prior to the first scheduled hearing day; \$750 if more than twelve (12) but less than thirty (30) days notice. Cancellation/postponement of hearing of three (3) or more days in length is charged at \$1,500 per scheduled day regardless of the time of notification.

GRIEVANCE ARBITRATION

\$1,800 per day. The per diem fee applies to each scheduled hearing day, to travel time, and to research and preparation of the opinion and award. A hearing day is any portion of a day up to seven (7) hours. Travel time of less than four (4) hours is charged at \$700.00. Time for research and preparation is prorated. Other fee arrangements may apply to hearings of three (3) or more days in length.

CANCELLATION POLICY

\$1,800 per scheduled day in the absence of twelve (12) days notice prior to the first scheduled hearing day; \$900 if more than twelve (12) but less than thirty (30) calendar days notice. Cancellation/postponement of hearing of three (3) or more days in length is charged at \$1,800 per scheduled day regardless of the time of notification. Actual costs & expenses, including clerical.

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Interest Arbitration fee is \$2,000 per diem. Cancellation \$2,000 per scheduled day in the absence of 12 calendar days notice prior to the first scheduled hearing day; \$ 1,000 per scheduled day, if between 12 and 30 calendar days notice. Cancellation/postponement of hearings of three (3) or more days in length \$2,000 per scheduled day regardless of the time of notification. Actual costs & expenses, including clerical.

TRAVEL TIME

Charged at the per diem rate above Charged at the per diem rates above ,, with
travel of less than four (4) hours are charged at half price.

EXPENSES

Expenses include all actual costs and expenses, including airfare, car rental, food, lodging and clerical. Any personal automobile mileage is charged at .60 cents per mile. Long distance telephone is not a charged expense.